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**DD/A-964-63**

**8 July 1963**

**MEMORANDUM FOR: Director of Personnel**

**SUBJECT: Designation of DD/A - SPS Personnel**

1. The requirements of the Deputy Director (Research) for positions to be filled by personnel with expert scientific qualifications have been carefully reviewed, and our recommendations are set forth below. It will be noted that some of the SPS proposals are conversions from supergrades.

2. The following OSA positions are recommended for designation as "SPS" for FY 1964:

a. Aeronautical Engineer, Position No. 0337, Development Division, OSA. The incumbent will perform as the senior scientific specialist for aircraft systems. He will direct research and development of systems and sub-systems in the field of aeronautics with an aim toward designing new or exploiting existing methods for the technical collection of intelligence. The position will be filled initially from within the Agency.

b. IO-Physical Scientist, Position No. 0344, Development Division, OSA. The incumbent will perform as the senior scientific specialist for space systems. He will direct research and development of systems and sub-systems in the space field with an aim toward designing new or exploiting existing methods for the technical collection of intelligence. The position will be filled initially from within the Agency.

c. Scientific Advisor, new position, Engineering and Analysis Division. As the senior scientist in the field of counter-measures he will assist the Deputy for

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Technology (new organization being established) and be responsible for a continuing program of technical advancement in this field. The position may be filled initially from within the Agency. (A potential incumbent now on duty will be assigned either this position or made Chief of Engineering and Analysis Division as supergrade.)

d. Aeronautical Engineer, Position No. 0007, Advanced Projects Division. The incumbent will perform as the senior scientific specialist for advanced projects and may also direct the division. He will be responsible for the conception and evaluation of follow-on programs to presently existing undertakings or completely new concepts proposing techniques unknown at this time. The position will probably be filled initially from outside the Agency.

3. All of the incumbents of the above OSA positions will be charged with the accomplishment of economical and effective research and development in highly scientific and technical fields; and will evaluate proposals from a technical and operational viewpoint, assist in the selection of contractors, and participate in the monitoring or managing of programs through the developmental, test and operational phases. No increase in OSA SPS positions for FY 1965 over FY 1964 is contemplated at this time.

4. The following OEL positions are recommended for designation as SPS for FY 1964:

a. IC-Physical Scientist, Position No. 0003, Office of the AD/ELINT. The incumbent will be the senior scientific advisor to the Assistant Director for ELINT on general SIGINT systems concepts, the definition of over-all scientific objectives and policies, and establishment of office-wide programs, and will represent the Assistant Director in dealings on scientific, SIGINT matters with other Government agencies such as NSA, corporations, educational and scientific institutions, and other organizations, and individuals as required in furtherance of the OEL mission, particularly in the field of broad research and development programs. He will be responsible for the coordination and supervision of broad scientific

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programs in the fields of electronics, physics, mathematical analysis or other natural sciences to assure the AD/EL that requirements for ELINT of other offices and government organizations are being fulfilled completely and promptly. Due to the depth of his theoretical and academic knowledge and broad background in other agencies and private industry he will be expected to open up new channels for the application of new scientific advances and concepts to ELINT problems. The position will be filled initially from outside the Agency.

b. IO-Physical Scientist, new position, Office of the AD/ELINT. The incumbent will perform as a scientific specialist in the translation of defined but complex SIGINT objectives into specific systems concepts for the initiation of research and development, and innovative analysis programs. Although available for consultation by the AD/ELINT and his Deputy, his advice on scientific problems will primarily be furnished to the Chiefs of the Research and Development and Analysis Divisions. This position will initially be filled from outside the Agency.

c. An increase of no more than two in OEL SPS positions for FY 1965 over FY 1964 is contemplated at this time.

5. The following SAD positions are recommended for designation as "SPS" in FY 1964:

a. Scientific Advisor, Position No. 0003, Office of the Assistant Director for Research and Development, OMD. The incumbent will perform as the senior scientific advisor to the AD/SAD on over-all problems of the office. He will be responsible for staff assistance to the AD in long-range planning and establishment of policies for assuring that basic research and advances in the state of the arts in scientific and technical fields are integrated with specific operational needs, and for advising the AD/SAD on coordination of analysis, research and systems for advanced technical collection.

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b. Scientific Advisor, Position No. 0004, Office of the Assistant Director for Research and Development, ORD. The incumbent will assist the senior scientific advisor in the duties described above, but specializing in the physical and engineering sciences.

c. Scientific Advisor, new position, Office of the Assistant Director for Research and Development, ORD. The incumbent will assist the senior scientific advisor in the duties described above, but specializing in the life sciences.

d. Scientific Advisor, Position No. 0010, Office of the Chief, Research Division, ORD. The incumbent will perform as the senior scientific advisor to the Chief of the Research Division and assist him in the supervision and coordination of projects from the scientific and technical viewpoint. He will advise the Chief on the most profitable areas and directions to take within the broad scope of science to ascertain the availability of new scientific advances and concepts and technological developments to intelligence problems. He will be responsible for staff assistance to the Chief in the administration of external research projects and for developing new sources for projects. He will be a specialist in the physical sciences.

e. Scientific Advisor, new position, Office of the Chief, Research Division, ORD. The incumbent will perform similar duties to that of the senior scientific advisor except he will not be responsible for over-all coordination of projects; he will be responsible for advice and assistance on the initiation and administration of specific projects. He will be a specialist in the life sciences.

f. Scientific Advisor, Position No. 0040, Office of the Chief, Systems Division, ORD. The incumbent will perform as the senior scientific specialist on technical systems designed to fulfill specific collection requirements. He will be responsible for advising the Chief as to the most practicable and feasible methods for developing promising research ideas and concepts into technical

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operational systems. He will be charged with evaluating tests and advising the Chief when further technical investigation should be continued, when modification of prototypes should be made, when further developmental work should be discontinued, and when systems are ready for operational use.

g. Scientific Advisor, Position No. 0058, Office of the Chief, Analysis Division, OMD. The incumbent will perform as the senior scientific advisor to the Division Chief on analytical problems associated with providing maximum utilization of science and technology for intelligence purposes. He will be a specialist in scientific analysis, operations analysis, and mathematical analysis and the application of these disciplines to the solution of problems concerning advanced technical collection methods. He will be responsible for analyzing the present scientific intelligence collection assets in relation to intelligence production for determining the gaps in present collection against priority intelligence objectives, and recommending projects and programs for increasing collection capabilities on specific critical targets. In addition, he will be responsible for analyzing all available data for the purposes of devising methods to reduce the vulnerability of advanced technical collection systems and to make more meaningful the results of collection through analysis of pre-collection environmental conditions, where appropriate.

h. It is anticipated that most, if not all, of the above positions will have to be filled initially through recruitment from outside the Agency.

6. The following OMD positions are recommended for designation as SPS for FY 1965 in addition to those required for FY 1964:

a. Scientific Advisor, new position, Office of the AD/R&D. The incumbent will assist the senior scientific advisor and the AD/R&D in the duties described in 5.a. above, but specializing in the fields of physics and optics.

b. Scientific Advisor, new position, Office of the AD/R&D. The incumbent will assist the senior scientific

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adviser and the AD/NSD in the duties described in 5.a. above, but specializing in the fields of electronics and materials.

c. Scientific Adviser, new position, Office of the Chief, Research Division, OAD. The incumbent will perform the duties set forth in 5.a. above, except that he will be a specialist in the physical sciences.

d. Scientific Adviser, new position, Office of the Chief, Systems Division, OAD. The incumbent will perform duties similar to those set forth in 5.f. above, except that he will be considered subordinate to the senior scientific specialist of the division.

e. Scientific Adviser, new position, Office of the Chief, Analysis Division, OAD. The incumbent will perform duties similar to those set forth in 4.g. above, except that he will be considered subordinate to the senior scientific specialist of the Division.

7. Supergrade positions GS03 and GS04, Scientific Advisors, Office of the DD/R, require incumbents with the highest of scientific qualifications and could be considered in the "SPS" category, but we are not submitting them at this time.

8. The basis for need for expert scientific qualifications is the fact that the Deputy Director (Research) is responsible for conducting research and development in the scientific and technical fields to support intelligence collection by advanced technical means and for furnishing technical planning, programming, guidance and support to other Agency components utilizing such means of collection, and he must have highly qualified scientific personnel to assist him and his Assistant Directors in carrying out these responsibilities. In order to attract and/or retain personnel with these high qualifications, they must be assured that they will be compensated according to their scientific contributions and not on the basis of their management responsibilities.

**Distribution:**

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**DDR: [REDACTED] 4427:bb (8 July 63)**

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